

RESOLUTION AGREEMENT

Friends University

Docket Number 07212113

Friends University, Wichita, Kansas (University) voluntarily enters into this Resolution Agreement (Agreement) with the U.S. Department of Education, Office for Civil Rights (OCR), to resolve the allegations of discrimination based on race and retaliation against the University in the above-referenced complaint. This Agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the University, and OCR makes no finding of a violation of Title VI with regard to the allegations in the complaint. The University assures OCR that it will take the following actions to continue to comply with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d, and its implementing regulation at 34 C.F.R. Part 100. The University voluntarily agreed to resolve this complaint prior to the conclusion of OCR's investigation. Nothing contained in this Agreement shall be considered, construed, or used as an admission of liability by the University or as a finding of a violation of Title VI by OCR.

The University agrees to take the following actions:

TRAINING

- 1) By **February 15, 2022**, the University will provide training to the University's athletic staff, including administrators, coaches, assistant coaches, and other staff, on the subject of Title VI compliance, including different treatment based on race and retaliation. The training will be conducted by an individual(s) knowledgeable about the laws and issues pertaining to Title VI compliance. The training will include:
 - a) A discussion and distribution to trainees of the University's Title VI policies and grievance procedures for handling complaints of discrimination and retaliation based on race, along with the Title VI compliance coordinator's name and contact information. The training will include a thorough review of the University's grievance procedure for handling complaints of race discrimination and retaliation, including an explanation that complaints can be made verbally or in writing, the University's responsibility to promptly investigate all complaints of discrimination and retaliation, and a detailed discussion of the specific investigative steps and time frames;
 - b) An explanation of the legal standards and what constitutes racial discrimination and retaliation; and
 - c) An explanation that University staff shall immediately notify the University's Title VI Compliance Coordinator of any racial discrimination or retaliation complaints, either verbal or written, and consult with the Title VI Coordinator at the beginning of the University's complaint or investigation process.

REPORTING REQUIREMENT: Within two weeks after completion of the staff training described above, the University will provide to OCR documentation showing it has completed the required training. The documentation must identify:

- i. the date, time, and location of the training;

- ii. the topics addressed at the training (the University may provide OCR an outline of the training and a copy of the materials disseminated at the training);
- iii. the name(s), title(s), and credentials of the individual(s) who conducted the training;
and
- iv. the name and title of each employee who attended the training (a sign-in sheet with each attendee's name, signature, and title is sufficient).

GENERAL PROVISIONS

The University understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the University understands that during the monitoring of this Agreement, if necessary, OCR may visit the University, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the University has fulfilled the terms and obligations of this Agreement. Upon the University's satisfaction of the terms and obligations of this Agreement, OCR will close this case.

The University understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statutes and regulations. Before initiating such proceedings, OCR will give the University written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Agreement will become effective immediately upon the signature of the University's authorized representative below.

/s/

Dr. Amy Bragg Carey, President
Friends University

12/9/21

Date